

25X9

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ANALYSIS

25X9 Current average grade for Office of Finance is GS-9.342 25X9 positions (points).

25X9 A. If FY 1975 position reductions are effected before adjustment is made for Accounts and C&T changes requested in December 1973 (before results of desk audit are applied), we would reduce 12 positions with 73 points and our average grade would be GS-9.537 25X9 positions with 25X9

B. If we elect to have PMCD make the additional adjustments to our Staffing Complement to transfer 3 positions from CTS to CTB and redistribute the remaining 8 points for upgradings at the same time as the FY 1975 positions are eliminated, our average grade would remain at GS-9.537 providing PMCD accepted our proposal for establishing 1 GS-11 and 2 GS-9's in Travel and for upgradings throughout the Office.

C. If the results of the desk audit (assumed to be only the changes we requested) are effected after A. and B. above, our average grade would increase to GS-9.626 25X9 (points) which would require PMCD to obtain waiver of average grade for us from DDM&S.

D. Recommendation:

PMCD undoubtedly has determined that some OF positions should be upgraded and some downgraded. Assuming that the results of their survey will require an increase in average grade, they could deny our request for redistribution of 8 points (para. B. above) and hold those points to offset the results of their survey.

I would recommend that we get the results of their survey first and get our average grade increased as a direct result of the survey and then request establishment of DD/O Section in Travel and redistribution of points for upgradings.

My thinking is that since they would have already gotten our average grade raised, they would be more inclined to establish the positions at the level we request since we would not be asking for an additional increase in average grade.

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